

OSHA Reportable Hearing Loss Rule

Title 29 CFR Part 1904.10
Occupational Injury and
Illness Recording and
Reporting for Hearing Loss

New Record Keeping Rule for Hearing Loss

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If an employee's hearing test (audiogram) reveals. . . a work-related Standard Threshold Shift (STS) in one or both ears, and the employee's. . .[average] hearing level is 25 decibels (dB) or more above audiometric zero ([the] average at 2000, 3000, and 4000 Hz) in the same ear(s) as the STS, you must record the case on the OSHA 300 Log.

New Record Keeping Rule for Hearing Loss

- Hearing loss is reportable when:
 - A STS occurs (an average 10 dB or greater change for thresholds averaged at 2,3, and 4 k Hz in either ear from the current baseline audiogram) and. . .
 - Hearing thresholds for the current audiogram show an average of 25 dB or greater at 2, 3, and 4 k Hz from audiotmetric zero for the shifted ear.

New Record Keeping Rule for Hearing Loss

- Authority to implement the new reporting rule has not yet been finalized by DOD
- The ruling is not retroactive and only applies to periodic (DD2216) audiograms performed after December 31, 2002
- Hearing loss is only reported for the affected ear.

New Record Keeping Rule for Hearing Loss

- **Department of Defense Policy**

- DOD Hearing Conservation Programs will not use age corrections when determining STS
- The 15 dB shift at 1, 2, 3 or 4 k Hz will be dropped from the DOD STS definition, but will be retained as an early warning flag. No follow-up will be required when a 15dB shift occurs
- Reportable hearing loss cases will be recorded on the OSHA 300 log for civilian personnel and on the DA Form 285 for military personnel

New Record Keeping Rule

Is it OSHA Reportable?

Test/Date	Left Ear						Right Ear					
	.5K	1K	2K	3K	4K	6K	.5K	1K	2K	3K	4K	6K
Current 01/03/0 2	0	5	5	15	15	20	5	10	10	25	25	35
Baseline 09/29/9 9	0	0	5	10	15	25	0	5	5	10	25	30
STS Yes	0	5	0	5	0	-5	5	5	5	15	0	5

DOD STS definition will no longer include a 15 dB shift at 1, 2, 3, or 4 kHz. However, the 15 dB shift will be retained as an early warning sign. No follow-up testing is required. The loss is not OSHA reportable.

New Record Keeping Rule for Hearing Loss

Is it OSHA Reportable?

Test/Date	Left Ear						Right Ear					
	.5K	1K	2K	3K	4K	6K	.5K	1K	2K	3K	4K	6K
Current 04/10/03	20	15	10	15	25	75	10	15	10	10	20	15
Baseline 04/05/90	15	10	0	5	0	30	15	5	0	10	10	20
STS Yes No	5	5	10	10	25	45	-5	10	10	0	10	-5

No

This audiogram shows an STS; however, the loss is not OSHA reportable because the current audiogram does not show an average hearing level of 25dB for the shifted ear.

New Record Keeping Rule for Hearing Loss

Is it OSHA Reportable?

Test/Date	Left Ear						Right Ear					
	.5K	1K	2K	3K	4K	6K	.5K	1K	2K	3K	4K	6K
Current 04/15/0 4	20	20	20	50	50	85	15	5	5	10	20	15
Re- estab Baseline 04/12/0 3	20	15	10	15	25	75	10	15	10	10	20	15
STS Yes No	0	5	10	35	25	10	5	-10	-5	0	0	0

YES

This audiogram shows an STS and it is Reportable because the current audiogram shows an average hearing loss greater than 25 dB for the shifted ear.

New Record Keeping Rule for Hearing Loss

Key Points to Remember

- Hearing loss is reportable when a STS (average 10 dB change at 2, 3, and 4 k Hz, either ear, from the current baseline audiogram) occurs and the average hearing level (the average of thresholds at 2,3, and 4k Hz) for the current audiogram is 25 dB or more above audiometric zero
- The 15 dB shift will be dropped from the DOD STS definition and not considered for the purpose of determining OSHA Reportable Hearing Loss
- Age corrections are not applied within DOD
- The new OSHA RHL rule is not retroactive
- The rule must be implemented within DOD by July 2005

New Record Keeping Rule for Hearing Loss (Forms)

OSHA 300 Log

- OSHA 300 Log of Work-Related Injuries and Illnesses
 - Replaces OSHA 200 Log
 - Reportable hearing loss must be recorded within 7 calendar days
 - The CA-1 and CA-2 will continue to be used by DOD as feeder forms
 - Military OSHA Reportable Hearing Loss cases will continue to be recorded on the DA Form 285
 - Addition of the hearing loss column has been delayed